

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

la07

Park/ Program Goal ID Number:

SEMO-01

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, 4 of 4 (100%) of Selma to Montgomery NHT cultural landscapes not listed on the current Cultural Landscapes Inventory are in good condition.			Total # Units in Baseline: 4	Status in Base Year (# Meeting Condition): 4
Performance Indicator (what is measured): Condition	Unit Measure: Each landscape	Condition (Desired): Good		
Projected Performance Target, end of strategic planning period:			4	
Projected Performance Target, End of this Fiscal Year:		4		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, 4 of 4 (100%) of Selma to Montgomery NHT cultural landscapes not listed on the current Cultural Landscapes Inventory are in good condition.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

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la07

Park/ Program Goal ID Number:

SEMO-01

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:				

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	0	4		4

Annual Plan of Work and Results:

For the next four years, Selma to Montgomery NHT will be actively involved in assuring that each of the 4 cultural landscape sites of the trail, not listed on the CLI, is brought to good condition and maintained as such. To that end, in 2005, trail staff will begin discussions with the Hall family, the property owners of one of the trail's four cultural landscapes, on how this might be best achieved. The primary outcome of the meetings with the property owners of the Hall Farm will be to increase their awareness about the importance and irreplaceable legacy of cultural landscapes, particularly the importance of their farm to the story of the trail. Through education, technical assistance, and outreach, trail staff aims to broaden the support and understanding of the Hall family regarding the cultural landscape that they own in hopes of saving that priceless heritage for future generations.

The trail staff will achieve this mission during 2005 by: (1) heightening the awareness of the Hall family who have a direct impact on this specific cultural landscape; (2) planning and designing conceptual drawings of the development of the landscape; and (3) installing historical informational signage on the property detailing the significance of the site.

Measurable results include: (1) no fewer than two educational and technical assistance meetings with the Gardner family, (2) a conceptual development packet for Campsite #1, and (3) the installation of a historical informational sign at Campsite #1.

Projected Funding - ONPS Base (,000): 19

Projected FTE - NPS: .2

All Other Sources (,000): 0

Non - NPS: 0

Reviewer Comments:

Annual Performance Plan (APP), FY 2005

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la07

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SEMO-01

Reviewer Comments:

Reviewer Comments

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Consultation with Property Owners (Campsite #1)</i> Support Services	MGMT/INTERP 01-NOV-2004	Catherine Light			
<i>Plan & develop conceptual drawings</i> Technical Assistance	MGMT 15-FEB-2005	Catherine Light			
<i>Install Signage</i> Installed one sign	Maintenance 04-MAR-2005	Willie Robinson			
<i>Administrative Support</i> Provide admin support	ADMIN 01-OCT-2004	Diane May			

Dollars (\$,000)

FTE

Subtotal for Goal:

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

lb2D

Park/ Program Goal ID Number:

SEMO-02

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the number of park museum objects cataloged and submitted to the National Catalog is increased from 0 in FY-2001 baseline to 311 (311% increase).			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Number of museum objects cata	Unit Measure: Each museum object added	Condition (Desired): Increase		
Projected Performance Target, end of strategic planning period:			311	
Projected Performance Target, End of this Fiscal Year:		308		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the number of park museum objects cataloged and submitted to the National Catalog is increased from 0 in FY-2001 to 308 (308% increase).				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

Ib2D

Park/ Program Goal ID Number:

SEMO-02

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:				

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:				308

Annual Plan of Work and Results:

Cataloging museum collections provides knowledge and documentation crucial to managing and decision making of the hundreds of museum objects in Selma to Montgomery National Historic Trail's ownership. The Harper's Ferry Center and Museum Specialist at the Tuskegee Institute has collected 308 item for preservation and/or display in the new Lowndes County Interpretive Center (under construction). Harper's Ferry Center will catalog all 308 items in FY 05'. We predict that additional artifacts will be obtained by the trail once the interpretive center opens. At the time we will continue to request the assistance of the TUIN Museum Curator to aid in cataloging and preservation techniques for SEMO collections. She will also lend her expertise by assisting trail staff to catalog museum objects and adding new records to the Automated National Catalog System.

Projected Funding - ONPS Base (,000): 12

Projected FTE - NPS: .2

All Other Sources (,000): 0

Non - NPS:

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Annual Performance Plan (APP), FY 2005

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Report Date: February 8, 2005

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

lb2D

Park/ Program Goal ID Number:

SEMO-02

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Items acquired</i> Items obtained for preservation	CR 01-OCT-2004	Teresa Valenica			
<i>Items cataloged</i> Items preserved	CR/HFC 01-FEB-2005	Alice Newton			
<i>Items prepared for long term storage</i> Items preserved	CR/HFC 01-APR-2005	Toby Raphael			
<i>Items prepared for display (if applicable)</i> Displayed for interpretation	CR/HFC 01-SEP-2005	Toby Raphael			
<i>Management & Administrative Support</i> Provide direction & support	MGMT/ADMIN 01-OCT-2004	Catherine/Diane Light/May			

Dollars (\$,000)

FTE

Subtotal for Goal:

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 14, 2004

DOI Goal ID Number:

NPS Goal ID Number:

lb4C

Park/ Program Goal ID Number:

SEMO-05

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the Selma to Montgomery NHT outside park units has met the base level 12 of 22 applicable National Historic Trail heritage resource benchmarks outlined in the CMP.			Total # Units in Baseline: 22	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Meet heritage resource objective	Unit Measure: Each	Condition (Desired): Good		
Projected Performance Target, end of strategic planning period:			12	
Projected Performance Target, End of this Fiscal Year:		5		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the Selma to Montgomery NHT outside park units has met the base level of 5 of 22 applicable National Historic Trail heritage resource benchmarks.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 14, 2004

DOI Goal ID Number:

NPS Goal ID Number:

lb4C

Park/ Program Goal ID Number:

SEMO-05

Work Completed - Projected Performance Target(s):

First Quarter:

Second Quarter:

Third Quarter:

End of Fiscal Year:

Projected Performance:

Work In Progress - Projected Performance Target(s):

First Quarter:

Second Quarter:

Third Quarter:

End of Fiscal Year:

Projected Performance:

Annual Plan of Work and Results:

Staff will bring the total to 5 of 12 of the applicable National Trail heritage resource benchmarks to ensure that they are met by September 30, 2005. This will be realized by making trail shareholders aware of the Challenge Cost Share Program and targeting those projects that will best protect and preserve significant trail sites. Host Trail Advisory Council meetings to obtain the most recent input and recommendations from our trail stakeholders. Trail staff will survey and monitor natural resources. Trail staff will establish a GIS/GPS system and then maintain that system. Additionally, staff will prepare new or modify old partnership agreements.

Projected Funding - ONPS Base (,000): 147

Projected FTE - NPS: 1.7

All Other Sources (,000): 0

Non - NPS: 0

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Annual Performance Plan (APP), FY 2005

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DOI Goal ID Number:

NPS Goal ID Number:

lb4C

Park/ Program Goal ID Number:

SEMO-05

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Evaluate CCSP Application</i> Send out & review CCS Application	ADMIN/INTERP 01-APR-2005	Diane/Catherine May/Light			
<i>Process CCSP Applications</i> Review, approve & send applications to SERO	ADMIN/MGMT 01-MAY-2005	Diane/Catherine May/Light			
<i>Prepare meetings for Advisory Council</i> Develop agenda, federal registry announcement	ADMIN/MGMT 01-OCT-2004	Diane/Catherine May/Light			
<i>Host meeting for Advisory Council</i> Facilitate Advisory Council, prepare minutes	MGMT/ADMIN 01-DEC-2004	Catherine/Diane Light/May			
<i>Input Advisory Council Info in FACA</i> Data entry into FACA	ADMIN/MGMT 01-JAN-2005	Diane/Catherine May/Light			
<i>Survey historic & natural resources</i> Resource preservation	NR/CR/INTERP 01-NOV-2004	Catherine/Carla/Teresa Light/Cowles/Valencia			
<i>Conceptual drawings Selma IC</i> Work with partners to complete planning documents	MGMT/MAINT 01-SEP-2005	Catherine Light			

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DOI Goal ID Number:

NPS Goal ID Number:

lb4C

Park/ Program Goal ID Number:

SEMO-05

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Establish GIS/GPS system</i> Resource ID & preservation	CR/NR/INTERP 01-SEP-2005	Carla/Christine/Catherine Whitfield/Biggers/Light			
<i>Plan transportation system, auto tours</i> Visitor tours, Interpretation & transportation	INTERP/MGMT 01-SEP-2005	Carla/Catherine Whitfield/Light			
<i>Prepare new/modify partnership agreements</i> Resource preaservation & partnerships	MGMT 01-SEP-2005	Catherine Light			
<i>Partnership projects</i> Provide technical assistance	MGMT/INTERP 01-SEP-2005	Catherine/Carla Light/Whitfield			
<i>Resource assistance, planning</i> Provide technical assistance	MGMT/INTERP 01-SEP-2005	Catherine/Carla Light/Whitfield			
<i>Resource assistance, interpretation</i> Provide technical assistance	INTERP 01-SEP-2005	Carla Whitfield			
<i>Administration Support</i> Administrative services	ADMIN 30-SEP-2005	Diane May			

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DOI Goal ID Number:

NPS Goal ID Number:

lb4C

Park/ Program Goal ID Number:

SEMO-05

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>General Management</i> Supervision, meeting, etc	MGMT 30-SEP-2005	Catherine Light			

Subtotal for Goal:

Dollars (\$,000)

FTE

0

0

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

Ila2A

Park/ Program Goal ID Number:

SEMO-03

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the number of visitor accidents/incidents at Selma to Montgomery NHT is no higher than 2.			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Accidents/incidents	Unit Measure: Each accident/incident	Condition (Desired): Reduced		
Projected Performance Target, end of strategic planning period:			2	
Projected Performance Target, End of this Fiscal Year:		0		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the number of visitor accidents/incidents at Selma to Montgomery NHT is no higher than its baseline number of 0 (FY2000-FY2003 annual average).				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IIa2A

Park/ Program Goal ID Number:

SEMO-03

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:				

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	0			0

Annual Plan of Work and Results:

Thus far, the Selma to Montgomery National Historic Trail has had no visitor safety accidents or incidents. For the next four years, trail staff will focus on maintaining this exceptional safety record.

Trail staff will actively work towards minimizing visitor safety accidents or incidents. To achieve this goal, trail staff or trail partners will perform regular inspections of visitation areas to identify hazards to visitors. When hazards are identified, the trail staff or trail partners will remove, repair or treat problems. Additionally, trail partnerships will be formed that will assist trail staff with identifying, removing, repairing or treating problems that lead to visitor accidents and incidents.

Measurable results: (1) zero visitor safety accidents or incidents and (2) established partnerships with the Alabama Department of Transportation, Lowndes County Sheriff Department and Alabama Public Safety Departments regarding visitor safety along the trail.

Projected Funding - ONPS Base (,000): 19

Projected FTE - NPS: .2

All Other Sources (,000): 0

Non - NPS:

Reviewer Comments:

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

Ila2A

Park/ Program Goal ID Number:

SEMO-03

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Perform site walk arounds to ensure safety</i> Non-hazardous Environment	Management/Safety Team 01-OCT-2004	Catherine Light			
<i>Provide & display safety information</i> Safety Awareness	Admininstration/Safety Team 01-OCT-2004	Christine/Diane Biggers/May			
<i>All staff attend safety workshops & trainings</i> Trained to provide assistance & awareness	Management/All staff 01-NOV-2004	Catherine Light			
<i>Obtain & Maintain CPR certification</i> Provide lifesaving measures	MGMT/VS/ALL STAFF 01-SEP-2005	Catherine Light			
<i>Management & Administration Support</i> Provide direction & admin services	MGMT/ADMIN 01-OCT-2004	Catherine/Diane Light/May			

Dollars (\$,000)

FTE

Subtotal for Goal:

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 10, 2004

DOI Goal ID Number:

NPS Goal ID Number:

11b1

Park/ Program Goal ID Number:

SEMO-04

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, 10% of Selma to Montgomery NHT visitors understand the significance of the park			Total # Units in Baseline: 4	Status in Base Year (# Meeting Condition): 4
Performance Indicator (what is measured): Visitor understanding	Unit Measure: percent	Condition (Desired): Understand		
Projected Performance Target, end of strategic planning period:			10	
Projected Performance Target, End of this Fiscal Year:		4		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, 4% of Selma to Montgomery NHT visitors understand the significance of the park				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 10, 2004

DOI Goal ID Number:

NPS Goal ID Number:

11b1

Park/ Program Goal ID Number:

SEMO-04

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	4

Annual Plan of Work and Results:

Visitor understanding of the significance of park units is usually measured by the Visitor Survey Card Data that measures visitor satisfaction. Since the Selma to Montgomery National Historic Trail is a newly-developing park unit, no visitor contact station or interpretive center yet exists and no survey data has yet been collected. As a result, trail staff will begin making inroads to create a baseline by which visitor satisfaction can be annually measured.

During the course of 2005, visitor understanding will be encouraged through a variety of interpretive programs including ranger-led walks, living history programs, special events, publications, and educational programs which focus primarily on the 40th anniversary of the historic voting rights march which is the story that trail staff is legislated to tell.

Until the opening of the Interpretive Center in FY 06' this goal is used a placeholder. Staff time & funds have been used to develop our interpretive & educational programs.

Measurable results include: use of the new Long Range Interpretive Plan and scheduled interpretive programs for the coming season are directed at reflecting the trail's significance through tightly focused themes, increased programs, and better defined program objectives. This goal will be accomplished through the implementation of the 5-year Comprehensive Interpretive Plan (CIP) resulting from the Long Range Interpretive Plan. When the new interpretive center is opened will be measured by the Visitor Survey Data Card.

Projected Funding - ONPS Base (,000): 33

Projected FTE - NPS: .4

All Other Sources (,000): 0

Non - NPS: 0

Annual Performance Plan (APP), FY 2005

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Date Last Updated: December 10, 2004

DOI Goal ID Number:

NPS Goal ID Number:

11b1

Park/ Program Goal ID Number:

SEMO-04

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Establish Interpretive programs</i> Increase understanding & appreciation of resource	INTERP/R. EDUC 15-FEB-2005	Carla Whitfield			
<i>Establish Education programs</i> Increase understanding & appreciation of resource	INTERP/R. EDUC 15-FEB-2005	Carla Whitfield			
<i>Develop publications & info kits</i> Increase understanding & appreciation of resource	INTERP 01-FEB-2005	Carla Whitfield			
<i>Update & maintain website</i> Increase understanding & appreciation of resource	INTERP 15-OCT-2004	Christine Biggers			
<i>Establish Outreach Programs</i> Increase visibility & understanding of resource	INTERP/R. EDUC 01-SEP-2005	Tyrone Brandyburg			
<i>Conduct Public Workshops & Conferences</i> Increase understanding of resource	MGMT/INTERP/R. EDUC /MGMT 01-SEP-2005	Catherine Light			

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NPS Goal ID Number:

11b1

Park/ Program Goal ID Number:

SEMO-04

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Attend Civic Workshops, Meetings & Conferences</i> Increase understanding of resource	MGMT/INTERP 01-SEP-2005	Catherine Light			
<i>Host Special Events</i> Increase understanding of resource	INTERP/PR/R.Educ 01-SEP-2005	Tyrone Brandyburg			
<i>Partner & Co-sponsor in Community Activities</i> Partnerships. Increase understanding of resource	INTERP/PR/R.EDUC/M GMT 01-SEP-2005	Catherine Light			

Dollars (\$,000)

FTE

Subtotal for Goal:

Annual Performance Plan (APP), FY 2005

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa3

Park/ Program Goal ID Number:

SEMO-06

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, 100% of Selma to Montgomery NHT employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.			Total # Units in Baseline: 3	Status in Base Year (# Meeting Condition): 3
Performance Indicator (what is measured): Employee performance plans	Unit Measure: Each employee	Condition (Desired): Linked to goals		
Projected Performance Target, end of strategic planning period:			3	
Projected Performance Target, End of this Fiscal Year:		3		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, 100% of Selma to Montgomery NHT employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.				

Annual Performance Plan (APP), FY 2005

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa3

Park/ Program Goal ID Number:

SEMO-06

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>

Annual Plan of Work and Results:

For the next four years, the Selma to Montgomery National Historic Trail will be dedicated to improving the performance of each permanent employee. Management will review the performance of each permanent employee. Additionally, competencies of each permanent employee will be assessed and needs determined. Individual Development Plans (IDPs) will be created/rewritten as needed for (100%) of the Selma to Montgomery National Historic Trail staff. Training will be provided as need is determined.

By September 30, 2005, managers will review and revamp current IDPs of each permanent and assist each permanent employee to produce an updated 5-year IDP.

Measurable results include: Review of each permanent employee's. Updated IDPs produced for every permanent staff member of the trail.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Reviewer Comments:

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DOI Goal ID Number:

NPS Goal ID Number:

IVa3

Park/ Program Goal ID Number:

SEMO-06

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Meet with Staff to develop Performance plans, IDPs</i> Linked goals to Strategic & Annual plans	MGMT 15-DEC-2004	Catherine Light			
<i>All staff will attend training annually</i> Personal & professional development	MGMT/All Staff 01-SEP-2005	Catherine Light			

Dollars (\$,000)

FTE

Subtotal for Goal:

0

0

Annual Performance Plan (APP), FY 2005

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Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6A

Park/ Program Goal ID Number:

SEMO-09

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the number of Selma to Montgomery NHT employee lost-time injuries is maintained at or below 2. Actual number of employee fatalities will be reported			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Incidents	Unit Measure: Each incident resulting in injury	Condition (Desired): Reduced		
Projected Performance Target, end of strategic planning period:			2	
Projected Performance Target, End of this Fiscal Year:		0		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the number of Selma to Montgomery NHT employee lost-time injuries is maintained at or below the previous 5-year annual average number of 0. Actual number of employee fatalities will be reported				

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NPS Goal ID Number:

IVa6A

Park/ Program Goal ID Number:

SEMO-09

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	0	0

Annual Plan of Work and Results:

Thus far, the Selma to Montgomery National Historic Trail has had no lost-time injuries. For the next four years, trail staff will focus on maintaining this exceptional safety record.

Trail staff will actively work towards minimizing lost-time accidents. To achieve this goal, the Safety Team members will perform regular inspections of work areas to identify hazards to staff. When hazards are identified, the staff will remove, repair or treat problems. Additionally, Safety Team members will issue quarterly safety messages and hold monthly safety meetings to increase safety awareness.

Measurable results: (1) monthly safety meetings, (2) quarterly safety messages, (3) increased safety knowledge among staff, and (4) no fewer than two yearly inspections.

Projected Funding - ONPS Base (,000): 0	Projected FTE - NPS:
All Other Sources (,000): 0	Non - NPS: 0

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6A

Park/ Program Goal ID Number:

SEMO-09

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Provide info on health risk & precautions</i> Improved workplace safety & health	ADMIN/SAFETY TEAM 01-SEP-2005	Christine Biggers			
<i>Conduct routine Safety meetings & inspections</i> Improved workplace safety	SAFETY TEAM/MGMT 01-SEP-2005	Christine Biggers			
<i>Distribute seasonal Safety Tips</i> Improved workplace safety	SAFETY TEAM/MGMT 01-SEP-2005	Christine Biggers			
<i>Distribute NPS Safety Handbook</i> Improved workplace safety	SAFETY TEAM/MGMT 01-NOV-2004	Christine Biggers			
<i>Attend OSHA Training</i> Improved workplace safety	MAINT/MGMT 30-DEC-2004	Willie Robinson			
<i>Review Safety/EMS SOP & EOP Plan</i> Improved workplace safety	MGMT/SAFETY TEAM 01-NOV-2004	Catherine Light			
<i>Initiate SEMO Fitness Program</i> Healthy productive staff	MGMT 01-JUN-2005	Catherine Light			

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number: IVa6A

Park/ Program Goal ID Number: SEMO-09

Subtotal for Goal:

Dollars (\$,000)

FTE

0

0

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6B

Park/ Program Goal ID Number:

SEMO-12

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the number of Selma to Montgomery NHT hours of Continuation of Pay is at or below 80.			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): COP hours	Unit Measure: Each COP hour	Condition (Desired): Reduced		
Projected Performance Target, end of strategic planning period:			80	
Projected Performance Target, End of this Fiscal Year:		0		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the number of Selma to Montgomery NHT hours of Continuation of Pay is at or below 0.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6B

Park/ Program Goal ID Number:

SEMO-12

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	0	0

Annual Plan of Work and Results:

Thus far, the Selma to Montgomery National Historic Trail has had no Continuation of Pay hours. For the next four years, trail staff will focus on maintaining this exceptional safety record.

Trail staff will actively work towards minimizing Continuation of Pay hours by maintaining a safe work environment. To achieve this goal, Safety Team members will perform regular inspections of work areas to identify hazards to staff. When hazards are identified, the staff will remove, repair or treat problems. Additionally, Safety Team members will issue quarterly safety messages and hold monthly safety meetings to increase safety awareness.

Measurable results: (1) monthly safety meetings, (2) quarterly safety messages, (3) increased safety knowledge among staff, (4) no fewer than two yearly safety inspections, and (5) distribute, review & update park SOP's and NPS Safety publications.

Projected Funding - ONPS Base (,000): 0	Projected FTE - NPS:
All Other Sources (,000): 0	Non - NPS:

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6B

Park/ Program Goal ID Number:

SEMO-12

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Safety Awareness Trainings</i> Safe workplace environment	SAFETY TEAM/MGMT 01-NOV-2004	Christine Biggers			
<i>Distribute NPS Safety Handbook</i> Workplace safety	SAFETY TEAM/MGMT 01-NOV-2004	Christine Biggers			
<i>Review Safety/EMS SOP & EOP Plans</i> Workplace safety	MGTM/SAFETY TEAM 01-NOV-2004	Catherine Light			

Dollars (\$,000)

FTE

Subtotal for Goal:

0

0

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6C

Park/ Program Goal ID Number:

SEMO-13

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, the number of NPS Employee fatalities will also be reported but will not be targeted.			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Fatalities	Unit Measure: Each fatality	Condition (Desired): Reduced		
Projected Performance Target, end of strategic planning period:			2	
Projected Performance Target, End of this Fiscal Year:		0		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, the number of NPS Employee fatalities will also be reported but will not be targeted.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6C

Park/ Program Goal ID Number:

SEMO-13

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	0	0

Annual Plan of Work and Results:

Thus far, the Selma to Montgomery National Historic Trail has had no lost-time injuries. For the next four years, trail staff will focus on maintaining this exceptional safety record.

Trail staff will actively work towards minimizing employee fatalities. To achieve this goal, the Safety Team members will perform regular inspections of work areas to identify hazards to staff. When hazards are identified, the staff will remove, repair or treat problems. Additionally, Safety Team members will issue quarterly safety messages and hold monthly safety meetings to increase safety awareness. Staff will attend safety & health trainings and management will provide the necessary resources to assure a safe and healthy work environment.

Measurable results: (1) monthly safety meetings, (2) quarterly safety messages, (3) increased safety knowledge among staff, (4) no fewer than two yearly inspections, and (5) safety trainings.

FY 05'- maintain 0 baseline balance.

Projected Funding - ONPS Base (,000): 0

Projected FTE - NPS:

All Other Sources (,000): 0

Non - NPS:

Reviewer Comments:

Reviewer Comments

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVa6C

Park/ Program Goal ID Number:

SEMO-13

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Provide info health risk & precautions</i> Improved workplace safety & healthy	ADMIN/SAFETY MGMT 01-SEP-2005	Christine Biggers			
<i>Conduct routine Safety meetings & inspections</i> Improved workplace safety & healthy	SAFETY TEAM/MGMT 01-SEP-2005	Christine Biggers			
<i>Distribute seasonal Safety Tips</i> Improved workplace safety & healthy	SAFETY TEAM/MGMT 01-SEP-2005	Christine Biggers			
<i>Distribute NPS Safety Handbook</i> Improved workplace safety & healthy	SAFETY TEAM/MGMT 01-NOV-2004	Christine Biggers			
<i>Initiate SEMO Fitness Program</i> Healthy productive staff	MGMT 01-JUN-2005	Catherine Light			
<i>Review Safety/EMS SOP & EOP Plan</i> Improved workplace safety & healthy	SAFETY TEAM/MGMT 01-NOV-2004	Catherine Light			

Dollars (\$,000)

FTE

Subtotal for Goal:

0

0

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb1A

Park/ Program Goal ID Number:

SEMO-10

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, Selma to Montgomery NHT has 6 community partnerships designed to enhance the park's ability to manage recreation activities seamlessly.			Total # Units in Baseline: 3	Status in Base Year (# Meeting Condition): 3
Performance Indicator (what is measured): Park Partnerships	Unit Measure: Each partnership	Condition (Desired): Established		
Projected Performance Target, end of strategic planning period:			6	
Projected Performance Target, End of this Fiscal Year:		3		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, Selma to Montgomery NHT has 3 community partnerships designed to enhance the park's ability to manage recreation activities seamlessly.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb1A

Park/ Program Goal ID Number:

SEMO-10

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:	<input type="text"/>	<input type="text"/>	3	3

Annual Plan of Work and Results:

For the next four years, Selma to Montgomery National Historic Trail will focus on developing new partnerships and nurturing existing partnerships.

During 2005, trail staff will continue to meet with the Alabama Department of Transportation (ALDOT) and Federal Highway Administration (FHWA) staff to assure that the partnership building (Interpretive Center and Visitor Rest Area) is on track towards completion. Additionally, trail staff will develop no fewer than three partnerships to assist with increasing visitor understanding of the trail story during the 40th anniversary of the Voting Rights March.

Measurable results: (1) no fewer than two meetings with staff members of Alabama Department of Transportation & Federal Highways Administratin regarding the status of the partnership building and (2) develop no fewer than three partnerships to assist with increasing visitor understanding of the trail story during the 40th anniversary of the Voting Rights March (i.e. design/develop exhibit on the participation of children in the Civil Rights Movement with the National Voting Rights Museum and host a commemorative 40th anniversary bike run with the Montgomery Bike Club).

Projected Funding - ONPS Base (,000): 0

Projected FTE - NPS:

All Other Sources (,000): 0

Non - NPS:

Reviewer Comments:

Reviewer Comments

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb1A

Park/ Program Goal ID Number:

SEMO-10

Annual Work Plan

Work Plan Product/ Service/ Activity	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Attend Civic functions</i> Community outreach & partnership development	MGMT/PR 01-SEP-2005	Catherine Light			
<i>Meet with Community & organizational leaders</i> Community outreach & partnership development	MGMT 01-SEP-2005	Catherine Light			
<i>Co-sponsor special events</i> Community outreach & partnership development	MGMT/INTERP/PR 01-APR-2005	Catherine Light			
<i>Conduct Community Outreach Programs</i> Community outreach & partnership development	INTERP/PR/MGMT 01-SEP-2005	Carla Whitfield			
<i>Increase Volunteer-In-Parks Base</i> Visitor services & partnership development	INTERP 01-JAN-2005	Robyn Harris			
<i>Maintain Community & Park shared projects</i> Community outreach & partnership development	MGMT/PR/INTERP 01-SEP-2005	Catherine Light			
<i>Encourage new partnerships</i> Partnership development	MGMT/PR 01-SEP-2005	Catherine Light			

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb1A

Park/ Program Goal ID Number:

SEMO-10

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Attend workshops & community programs</i> Community outreach & partnership development	MGMT/PR/INTERP 01-SEP-2005	Catherine Light			
<i>Work with ALDOT & FHWA to develop Lowndes IC</i> Partnership development & facility development	MGMT 01-SEP-2005	Catherine Light			
<i>Work with Harpers Ferry Center to complete exhibit</i> Exhibit design & visitor understanding	MGMT/INTERP 01-SEP-2005	Catherine Light			
<i>Management & Administrative Support</i> Provide direction & admin services	MGMT/ADMIN 01-OCT-2004	Catherine/Diane Light/May			

Dollars (\$,000)

FTE

Subtotal for Goal:

0

0

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb2

Park/ Program Goal ID Number:

SEMO-11

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2008, attendance at facilitated programs will increase from by 100% from 0 to 100.			Total # Units in Baseline: 0	Status in Base Year (# Meeting Condition): 0
Performance Indicator (what is measured): Facilitated programs	Unit Measure: Each visitor	Condition (Desired): attended		
Projected Performance Target, end of strategic planning period:			100	
Projected Performance Target, End of this Fiscal Year:		20		
Annual Performance Plan Detail for FY 2005				
Park/ Program Annual Goal text: By September 30, 2005, attendance at facilitated programs will be increase by 20% from 0 to 20.				

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb2

Park/ Program Goal ID Number:

SEMO-11

Work Completed - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:				

Work In Progress - Projected Performance Target(s):

	First Quarter:	Second Quarter:	Third Quarter:	End of Fiscal Year:
Projected Performance:			20	20

Annual Plan of Work and Results:

The Selma to Montgomery NHT has implemented a parks as classrooms pilot project that partners with local schools in the Montgomery, Alabama area. This project is our only facilitated program since our establishment in 1996. This fiscal year twenty students will travel the entire trail route with GPS systems learning about the historic, recreation & natural resources of the trail.

Projected Funding - ONPS Base (,000): 0

All Other Sources (,000): 0

Projected FTE - NPS:

Non - NPS:

Reviewer Comments:

Reviewer Comments

Annual Work Plan

Annual Performance Plan (APP), FY 2005

Park/ Program Name: SELMA TO MONTGOMERY NHT

Report Date: February 8, 2005

Park/ Program Org Code: 8940

Date Last Updated: December 12, 2004

DOI Goal ID Number:

NPS Goal ID Number:

IVb2

Park/ Program Goal ID Number:

SEMO-11

Annual Work Plan

<i>Work Plan Product/ Service/ Activity</i>	Division				
Planned Output	Planned Comp. Date	Responsible Person	Fund Source	Dollars (\$,000)	FTE
<i>Develop Educational Programs</i> Increased facilitated programs	INTERP/R.EDUC 01-FEB-2005	Carla Whitfield			
<i>Develop Interpretive Programs</i> Increased facilitated programs	INTERP 01-FEB-2005	Carla Whitfield			
<i>Increase Volunteers-In-Parks Base</i> Visitor services for facilitated programs	INTERP 01-JAN-2005	Robyn Harris			
<i>Managment & Administrative Support</i> Provide direction &admin services	MGMT/ADMIN 01-OCT-2004	Catherine/Diane Light/may			

Subtotal for Goal:

Dollars (\$,000)

FTE

0

0

Dollars (\$,000)

FTE

Total for Report:

0

0